



COVID-19 EMPLOYEE NEWSLETTER

MESSAGE FROM THE CITY MANAGER

REMOTE WORK AND LIMITED ON- SITE OPERATIONS TO CONTINUE UNTIL JANUARY 4, 2021

On September 2, 2020, City Manager Tom Modica released a memorandum to all City Staff regarding the phased repopulation of City Hall and other City facilities. Absent of operational need, City facilities will remain closed until January 4, 2021.

This delay in reopening allows employees and their families to adequately prepare and make necessary arrangements for child and elder care, as well as other necessities. It also keeps the health and well-being of the Long Beach community at the forefront.

If you have not had a chance, [please read the message.](#) Your supervisors and/or department Administrative Officer are available to answer and questions you may have.

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HEALTH ADVOCATE IS HERE

NEWEST BENEFIT FOR CITY EMPLOYEES

HR is pleased to announce the implementation of Health Advocate, a highly personalized concierge service designed to help employees get the most of their healthcare experience. Through Health Advocate's personalized service you can:

- Connect to all your health benefits through one telephone number;
- Get Support for Every Medical Condition, including treatment options, coordination of care, etc.;
- Locate in-network doctors and get appointments scheduled;
- Get help in understanding medical bills and resolving complicated claims and billing issues.

Services are available to benefits eligible employees and extend to the employees' spouse or registered domestic partner (RDP), children, parents and parents-in-law. Call 866-799-2731, 5am – 7pm PST, Monday-Friday. Staff is available after hours on weekends for general inquiries. Download the app today!



THE CITY'S FSA PLAN HAS A NEW LOOK & NAME

WAGeworks IS NOW HEALTH EQUITY

WageWorks, the City's third party administrator for the FSA plan(s), has integrated with Health Equity, and participants will notice changes on newly issued FSA health debit cards, including new colors, and FSA card design. The transition to the website and URL addresses will take some time and we will update you as more details are shared with the City.

HealthEquity

WageWorks

COVID-19 TESTING

ANTHEM BLUE CROSS OFFERS ADDITIONAL OPTIONS

Anthem Blue Cross has released an [online search tool](#) to assist HMO and PPO participants with locating an in-network testing facility for COVID-19. At-home testing resources are also included in the tool's search engine.

Participants can search by county, state and zip code. The COVID-19 test locator tool lists the available testing facility's hours, address, and if an appointment or screening is required. COVID-19 tests are available at no charge at any in-network testing facility. Out of pocket charges for COVID-19 tests administered by out of network providers can be reimbursed by submitting a claim form to Anthem Blue Cross.



TELEHEALTH CO-PAY WAIVER EXTENDED

\$0 CO-PAY THROUGH SEPTEMBER 13, 2020



Anthem Blue Cross LiveHealth Online for medical, psychological and psychiatric telehealth video conference appointments are still available at \$0 co-pay for HMO and PPO members through September 13, 2020.

There are separate LiveHealth online resources created for children, allergy assistance and Spanish speaking individuals. Chat appointments are also available.

Click here for more information: <https://startlivehealthonline.com/loginConsumer.htm>

SELF-CARE IS IMPORTANT

MENTAL HEALTH RESOURCES

Tap into the suite of services that the City offers to you in those instances where you feel anxious, stressed, or uncertain about what is going on around you:

- MHN is a 100% confidential Employee Assistance Program that offers up to six (6) free counseling sessions for each concern you specify, and additional sessions are available if the concern impacts other areas of your life (i.e., children, relationships, etc.). In addition, MHN offers services to help with work/life balance, including resources for childcare options, eldercare options, apartment listings, legal consultations, etc. Use code LBBWell.
- Anthem Blue Cross offers Live Health Online for medical, psychiatry, or psychology. Medical services are available 24/7 and appointments can be made to connect with a Psychiatrist or Psychologist via two-way video technology. Download the app today! Co-pays are currently being waived until September 13, 2020.
- Lastly, text "HELLO" to 741741 if you are in a situation where you cannot connect to the services above for help, but still need to connect with a licensed counselor.

FLU SHOTS

SAVE THE DATE: OCTOBER 6

With flu season fast approaching, the Department of Human Resources will be hosting a flu-shot clinic on Tuesday, October 6, 2020 in The Beach conference room at City Hall. Additional information regarding the flu shot event and other options for obtaining a flu shot will be provided in the upcoming weeks via email.





CORONAVIRUS RELATED REASONS FOR DEFERRED COMP 457 PLAN (ICMA-RC) DISTRIBUTION

THE CARES ACT AND IRS EXPAND QUALIFYING REASONS

As previously announced, Coronavirus-Related Distributions (CRD) from the Deferred Compensation 457 Plan (up to \$100K) can be requested if:

- The participant is diagnosed with coronavirus (COVID-19); or
- The participant's spouse (or registered domestic partner) or dependent is diagnosed with COVID-19; or
- The participant experiences adverse financial consequences as a result of being quarantined, furloughed, or laid off; having work hours reduced; being unable to work due to lack of child care due to COVID-19; or closing or reducing hours of a business owned or operated by the individual due to COVID-19.

The CARES Act and IRS have since expanded qualifying reasons include:

- Having a job offer rescinded or start date for a job delayed due to COVID-19; or
- Similar, specified reasons experienced by a spouse or member of the employee's household.

See the [flyer for additional information](#). As a reminder, the additional 10% tax on an early withdrawal is waived (so is the mandatory 20% federal penalty) and the amount withdrawn can be paid back over a three year period, if the participant chooses to.

Unless extended by legislation, this provision is scheduled to expire on December 31, 2020. To request a CRD, participants must complete the [ICMA Self-Certification and CRD Withdrawal Request Forms](#). Forms must be faxed or mailed directly to ICMA. See form for fax number and mailing address.

FLEXIBLE SPENDING ACCOUNT (FSA) YOUR WAY!

USE REMAINING 2019 FSA FUNDS THROUGH DECEMBER 31, 2020

As a result of special legislation (the CARES Act), the 2019 FSA elections run-out period has been extended until December 31, 2020, which is critical for employees who were not able to utilize remaining funds by the March 15, 2020, grace period deadline. Health FSA participants' 2019 leftover funds are currently available on the FSA debit card. Dependent Care FSA participants with remaining funds will also show updated available balances.

Please contact WageWorks/Health Equity for questions regarding your FSA account at (877) 924-3967 or online at: <https://www.wageworks.com/employees/>.



Q: My child's school is giving me a choice between having my child attend classes in person, or participate in a remote learning program for the fall. I signed up for the remote learning alternative because, for example, I worry that my child might contract COVID-19 and bring it home to the family. Since my child will be at home, may I take paid leave under the FFCRA in these circumstances?

A: No, you are not eligible to take paid leave under the FFCRA because your child's school is not "closed" due to COVID-19 related reasons; it is open for your child to attend. FFCRA leave is not available to take care of a child whose school is open for in-person attendance. If your child is home not because his or her school is closed, but because you have chosen for the child to remain home, you are not entitled to FFCRA paid leave. However, if, because of COVID-19, your child is under a quarantine order or has been advised by a health care provider to self-isolate or self-quarantine, you may be eligible to take paid leave to care for him or her.